

Policy 7.01 Implementation Plan

Biennium Timeframe: July 1, 2008 to June 30, 2009

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year.
 Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
1) Family Preservation 2) Expand Placement resources/increase funding for relative/kinship/fictive placement. Provide relative placement supplemental funding	Develop contracted in home services. Support the belief that children belong with their family as long as they are safe. Continuations of the development and support of culturally appropriate homes Native American children. Ongoing collaboration with tribes regarding need based on number of native children in placement. Strategize increase of support for relative caregivers.	Increase in home resources for Tribal families. Increase placement with relatives. Compliance with Federal ICW laws. Address problem of Native Children over represented in Foster Care system. Will facilitate permanency with Tribal representation Saves State resources by reducing amount of foster placement and time in placement. Reduce State liability by reducing overall foster placement. Provide incentive for family/Tribe intervention	Contract Unit CA Assistant Secretary/DCFS Regional & Area Administrator & Tribes	Tribal recruitment contract Update 11/17/08: Bob King is the new DLR Area Administrator and John Jewell is the new Regional Business Manager Update 03/2009: Tribes caucused and decided to have the Tulalip Tribes take over the Recruitment Contract for Lummi and recruit for the Tulalip, Samish and Stillaguamish and the Sauk-Suiattle Tribes

Policy 7.01 Implementation Plan

Biennium Timeframe: July 1, 2008 to June 30, 2009

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year.
 Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
3) Establish and maintain an accurate record of all tribal children currently receiving services from CA	DCFS staff identifies though active measurable efforts and enter documentation of Tribal information. Assure accuracy & document who, what, when, how the information was sought.	Tribal list of DCFS placement is accurate. Enhanced relative placement opportunities	Area Administrator, NAU Supervisors. 2005	NAU Supervisors develop accurate database for each unit Update 11/19/07: Ongoing Update 03/2009: FamLink computer system is up and running
4) Tribes have read access CAMIS	Tribes receive access and are trained on use.	Improved accuracy of information.		Update 11/19/07: Continues with less than satisfactory results so work continues in attempt to improve access. May see improved results when new SACWIS system up and running. Tribes in Region 3 are adding this issue to the Centennial Accord Matrix.
5) Ensure access by Indian children and families to all programs administered by Children's Services for which they are eligible.	Maintain and/or Revise Local Working agreements with all Region 3 Tribes Maintain communication regarding progress of approval.	Completion of agreements	Regional Administrator, Area Administrator, NAU Supervisors, DLR Administrator & Tribes (ongoing)	Nooksack: completed Lummi: AAG / Tribal Attorney review Upper Skagit:: not completed Samish: AAG/ Tribal Attorney review Swinomish: not completed Stillaguamish: AAG/ Tribal Attorney review Sauk Suiattle: AAG/ Tribal Attorney review Tulalip: AAG/Tribal Attorney review

Policy 7.01 Implementation Plan

Biennium Timeframe: July 1, 2008 to June 30, 2009

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year.
 Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
6) Full faith and credit given to Tribal Court Orders	State to help facilitate Memorandum of agreements with State Court system to provide full faith and credit to Tribal Court orders regarding child welfare.	Equal Responsibility assumed for both Tribal Court and State Court dependency orders. State Tribal Agreements	Area Administrator	Specified in individual Tribal Agreement
7) Tribal/State Agreements to be shared and utilized by all State Social Workers as part of Manual training and ongoing execution of duties.	State social workers are to consult working agreements accordance with ICWA manual when contacting and working with any Tribe Cultural training offered by Tribe, Retreats.	Better understanding of individual tribal expectations. Compliance with ICWA and Tribal youth agreements and understanding of cultural issues.	NA Unit supervisors, Regional Administrator, Area Administrator and Social Workers	Update 11/19/07: CA has gone almost 2 years with no signed Tribal Agreements. Employees have been told to work as if the agreements were in place, in the meantime Update 03/2009: Offices and Tribes to work on the Tribal Agreements
8) Maintain consistency in case planning when case workers are changed.	Any change in case plan is to be reviewed by Tribal workers. Notification of caseworker change.	Consistency in case plan as workers change. Reduced changes of Social Workers on ICW Caseloads	NA Unit Supervisors & social workers	Update 11/19/07: Overall 125 new staff hired, including more ICW Social Workers. There was a recent workload study that was completed within CA. The results will be released soon and call for a 50% increase of workers statewide Update 03/2009: All NAU are fully staffed. Two of the Supervisors are NA, although there are some SW's who are NA in the non native units. About 30% of SW's in the NAU are NA.

Policy 7.01 Implementation Plan

Biennium Timeframe: July 1, 2008 to June 30, 2009

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year.
 Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
9) Jurisdictional status of the Native American child will not effect full access to services	All State services (when available) will be available to Native children no matter what the jurisdictional status of the Child Cross identify services available with State/Tribe. Menu of Services to be provided to the R3 Tribal ICW depts.	More comprehensive services available to all Native Children	NA supervisors & Social workers & Area Administrator	Update 03/2009: Relatives who work can receive child care support through the Employment Child Care Program
10) Tribes to receive any and all materials in a timely manner (within 7 days). Materials to include all referrals of Tribal Children, Court dates, ISSP's, CPS referral sent on individual State / Tribal agreements.	Refer to ICWA Manual & Tribal Agreements Accurate Fax numbers from all Tribes Update 5/31/07: Internal processes to be implemented to ensure time sensitive material are sent within guidelines. Contact each Tribe to find if okay to send documents via email with a paper copy to follow.	Information received as outlined Improved communication continuity Improved turn around for time sensitive documents	NA Unit Supervisors & Social workers & administrative staff	Tribal working agreements MOU's with Tribes

Policy 7.01 Implementation Plan

Biennium Timeframe: July 1, 2007 to June 30, 2008

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year.
 Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
11) Signature lines for Tribal Representatives.	Review forms that may apply to the goal, refer to the DCFS forms committee. Add signature lines to CA documentation where permitted	Signature of Tribe Representation	Regional Administrator & NA Unit Supervisors & Area Administrator	Update 11/17/08: Bellingham is looking to resurrect LICWAC meetings
12) Citizen Review Boards not to review Native cases.	Create a Tribal CPT/LICWAC for all Tribes, Native cases referred Tribal CPT Create list of Tribal participants and alternate participant list	Reduce duplication of work. Tribal children case reviewed by Tribes & NA social workers.	Regional Administrator & Area Administrator & Tribal Representatives	Update 11/17/08: The FCCRB no longer exists, therefore this is no longer an issue
13) Foster Parent Training requirement to Native American issues, values and ICW requirements	Provide NA training as part of FP licensing process addition to rights responsibilities sheet Tribal representative to provide training Update 5/31/07: Recently held another Culture day sponsored by Reg3/Reg4 Support group for Foster Parents with NA/AN children in care.	Increased foster parent knowledge Improved cultural awareness for both children and foster parents.	Regional Administrator & Tribal representative & DLR – Bob King Lisa Powers, DLR	Update 11/19/07: Lisa Powers is working on “Cultural Days” for Tribal and Non-Tribal families who have Native children in their care Update 03/2009: Ongoing

Policy 7.01 Implementation Plan

Biennium Timeframe: July 1, 2007 to June 30, 2008

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year.
 Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
14) Ensure tribes are supported and connected with, and can access DCFS Academy, foster parent training's and other regional trainings	<p>Training Coordinator to include tribes on all appropriate training opportunities</p> <p>Region offers proportionate number of slots to tribes for conferences such as Juvenile Justice Conference</p>	<p>Tribes notified of Training opportunities</p> <p>Tribes receive notice of conference and advised about the number of slots designated for tribal reps.</p>	<p>Training Coordinator. Ongoing</p> <p>Tribal staff to give FP information to DLR to give notice to invites Training Coordinator. Ongoing</p>	<p>Update 11/17/08: If needed CA can bring their Academy in '09 to Whatcom if Lummi hires more staff</p> <p>Update: 03/2009: There will be a minimum of one slot for Tribal Members in Academy</p>
15) Ensure appropriate permanent planning for Native American children. One year family reunification or 2 years for adoption/guardianship (depending on Tribal law)	<p>Quarterly permanency outcome report is source</p> <p>Review permanency plans at regular staffing – per Tribal agreements</p> <p>Update 03/2009: Staff are concentrating on permanency for AI/AN Children.</p>	<p>Data reviewed and plans to reduce Native American Children's time in care developed</p> <p>Improved permanency for AI/AN children in care, in a more timely manner</p>	<p>Area Administrator & NAU social worker & Tribal Representative</p> <p>Randy Hart, RA Yen Lawlor, Acting RA Greg Dootson, Acting RA</p>	<p>Update 03/2009: Ongoing</p>

Policy 7.01 Implementation Plan

Biennium Timeframe: July 1, 2007 to June 30, 2008

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year.
 Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
16) Ensure efforts are made to recruit/hire Indian staff reflective of the service population and affirmative action goals	Recruit Indian staff and advertise open ICW positions in Indian communities.	Mail announcements to Tribal Social Services & Human Resources. Advertise in Tribes newspaper TERO- Job Programs- TANF	Area Administrator & Tribal Human Resources Department Randy Hart, RA Yen Lawlor, Acting RA Greg Dootson, Acting RA	Update 03/2009: Ongoing